

# Comparisons of Job Characteristics

**Focus Occupation:** Administrative Law Judges, Adjudicators, and Hearing Officers (23-1021)

**Associated Occupation:** Judges, Magistrate Judges, and Magistrates (23-1023)

[Compare Knowledge](#)

[Compare Skills](#)

[Compare Abilities](#)

[Compare Detailed Work Activities](#)

[Compare Tools and Technologies](#)

<<	Focus occupation element is much lower
<	Focus occupation element is lower
0	Focus occupation element is at a similar level
>	Focus occupation element is at a higher level
>>	Focus occupation element is at a much higher level

## Knowledge

Similarity of Focus Occupation to Associated Occupation: 80

**Focus Occupation:** Administrative Law Judges, Adjudicators, and Hearing Officers (23-1021)

**Associated Occupation:** Judges, Magistrate Judges, and Magistrates (23-1023)

Associated Occupation's Key Knowledge Elements	Average Rating, All Occupations	Associated Occupation's Rating	Focus Occupation's Rating	Evaluation of Focus Occupation	
Law and Government	5.9	22.9	18.2	<<	Extensive education and/or training may be required
English Language	11.2	22.7	15.8	<<	Extensive education and/or training may be required
Public Safety and Security	6.9	15.6	6.4	<<	Extensive education and/or training may be required
Psychology	6.4	15.2	13.3	<	Expanded education and/or training may be required
Therapy and Counseling	3.8	11.6	8.0	<<	Extensive education and/or training may be required
Personnel and Human Resources	5.6	10.7	3.8	<<	Extensive education and/or training may be required
Sociology and Anthropology	4.1	10.0	4.9	<<	Extensive education and/or training may be required
Communications and Media	5.3	9.6	6.0	<<	Extensive education and/or training may be required
Philosophy and Theology	3.2	9.2	2.6	<<	Extensive education and/or training may be required

The maximum possible rating is 25.

Source: Alaska Department of Labor and Workforce Development, Research and Analysis Section analysis of O\*NET (Occupation Information Network) data.

## Skills

Similarity of Focus Occupation to Associated Occupation: 98

**Focus Occupation:** Administrative Law Judges, Adjudicators, and Hearing Officers (23-1021)

**Associated Occupation:** Judges, Magistrate Judges, and Magistrates (23-1023)

Associated Occupation's Key Skills Elements	Average Rating, All Occupations	Associated Occupation's Rating	Focus Occupation's Rating	Evaluation of Focus Occupation	
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Active Listening	11.0	21.7	17.7	<<	Extensive development of skills in this area may be required
Critical Thinking	10.8	20.8	16.8	<<	Extensive development of skills in this area may be required
Speaking	10.8	19.9	14.6	<<	Extensive development of skills in this area may be required
Judgment and Decision Making	9.4	18.7	13.3	<<	Extensive development of skills in this area may be required
Reading Comprehension	10.7	16.5	16.2	0	Current skill level may be sufficient
Complex Problem Solving	9.1	16.0	12.0	<<	Extensive development of skills in this area may be required
Writing	9.2	15.5	13.1	<	A higher skill level may be required
Active Learning	8.7	15.2	12.6	<	A higher skill level may be required
Monitoring	9.9	14.1	11.0	<<	Extensive development of skills in this area may be required
Negotiation	6.8	13.4	10.3	<<	Extensive development of skills in this area may be required
Persuasion	7.4	11.3	9.7	<	A higher skill level may be required

The maximum possible rating is 25.

Source: Alaska Department of Labor and Workforce Development, Research and Analysis Section analysis of O\*NET (Occupation Information Network) data.

## Abilities

Similarity of Focus Occupation to Associated Occupation: 97

**Focus Occupation: Administrative Law Judges, Adjudicators, and Hearing Officers (23-1021)**

**Associated Occupation: Judges, Magistrate Judges, and Magistrates (23-1023)**

Associated Occupation's Key Abilities Elements	Average Rating, All Occupations	Associated Occupation's Rating	Focus Occupation's Rating	Evaluation of Focus Occupation	
Oral Comprehension	12.5	19.2	15.7	<<	Extensive improvement in abilities may be required
Deductive Reasoning	10.6	18.2	15.1	<	Some improvement in abilities may be required
Oral Expression	12.4	18.2	15.4	<	Some improvement in abilities may be required
Inductive Reasoning	10.2	17.3	14.8	<	Some improvement in abilities may be required
Written Comprehension	11.0	17.2	16.2	0	Current ability level may be sufficient
Written Expression	9.8	15.5	13.4	<	Some improvement in abilities may be required
Problem Sensitivity	11.1	13.9	12.3	<	Some improvement in abilities may be required
Speech Clarity	10.2	13.6	15.6	>	Current ability level is likely sufficient
Near Vision	11.1	13.4	13.9	0	Current ability level may be sufficient
Memorization	5.6	8.7	5.1	<<	Extensive improvement in abilities may be required

The maximum possible rating is 25.

Source: Alaska Department of Labor and Workforce Development, Research and Analysis Section analysis of O\*NET (Occupation Information Network) data.

## Activities that Both Occupations Have in Common

Similarity of Focus  
Occupation to Associated  
Occupation: 100

**Focus Occupation: Administrative Law Judges, Adjudicators, and Hearing Officers (23-1021)**  
**Associated Occupation: Judges, Magistrate Judges, and Magistrates (23-1023)**

Work Activities	Exclusivity of Activity
Analyze data to discover facts in case	85
Analyze existing evidence or facts	69
Analyze legal questions	85
Apply court rules or strategy	95
Apply legal concepts to medical reports or documents	92
Communicate technical information	4
Conduct legal hearings	92
Determine liability	92
Determine whether evidence is admissible	99
Follow confidentiality procedures	58
Follow court operation procedures	99
Follow professional ethics principles in law practice	92
Follow rules of evidence procedures in legal setting	84
Judge criminal or civil cases	99
Make presentations	13
Organize legal information or records	80
Understand legal terminology	81
Use administrative law	92
Use case logic or precedent	92
Use conflict resolution techniques	56
Use knowledge of judicial system	95
Use knowledge of legal procedural rules	85
Use public speaking techniques	13
Use research methodology procedures in legal cases or issues	89
Write legal correspondence	85
Write legal documents	85

Not all positions in these occupations will necessarily perform all of the listed activities. The exclusivity rating is an indication of how unique the activity is amongst all occupations. The maximum rating is 100. High scores indicate that only a small number of occupations engage in that activity.

Source: Alaska Department of Labor and Workforce Development, Research and Analysis Section analysis of O\*NET (Occupation Information Network) data.

## Tools and Technologies that Both Occupations Have in Common

Similarity of Focus  
Occupation to Associated  
Occupation: n/a

**Focus Occupation: Administrative Law Judges, Adjudicators, and Hearing Officers (23-1021)**  
**Associated Occupation: Judges, Magistrate Judges, and Magistrates (23-1023)**

Tools and Technologies	Exclusivity
Tools and technology data is unavailable for one or both occupations.	

Not all positions in these occupations will necessarily use all of the listed tools and technologies. The exclusivity rating is an indication of how unique the tool or technology is amongst all occupations. The maximum rating is 100. High scores indicate that only a small number of occupations use that tool or technology.

Source: Alaska Department of Labor and Workforce Development, Research and Analysis Section analysis of O\*NET (Occupation Information Network) data.